

## LABOUR DEPARTMENT

The 22nd March, 1973

No. 3026-4Lab-73/9737.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Jain Plastic Industries, Sector 6, Faridabad :—

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 105 of 1972  
between

SHRI MOOL CHAND, WORKMAN AND THE MANAGEMENT OF M/s JAIN  
PLASTIC INDUSTRIES, SECTOR 6, FARIDABAD

Present :—

Nemo for the workman.  
Shri R. C. Sharma for the management.

## AWARD

By order No. ID/FD/72/43094, dated 13th December, 1972 of the Governor of Haryana, the following dispute between the management of M/s Jain Plastic Industries, Sector 6, Faridabad and its workman Shri Mool Chand was referred for adjudication to this Tribunal in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Mool Chand was justified and in order? If not, to what relief is he entitled?

Usual notices were given to the parties and they have arrived at an amicable settlement. The workman concerned has given up his right of reinstatement or re-employment on receipt of his dues as per the voucher Exhibit M. 1 signed by him. A no-dispute award is therefore made. No order as to costs.

Dated 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 214, dated 12th March, 1973.

Forwarded, (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated 9th March, 1973

No. 3023-4Lab-73/9739.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Escorts Ltd., Plant II, Mathura Road, Faridabad :—

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA,  
FARIDABAD.

Reference No. 74 of 1972

between

SHRI HARI CHAND, WORKMAN AND THE MANAGEMENT OF M/S ESCORTS LTD.,  
PLANT II, MATHURA ROAD, FARIDABAD.

Present. —

Shri Hari Chand, concerned workman.  
Shri P. C. Aggarwal, for the management.

## AWARD

By order No. ID/FD/72/40609, dated 23rd November, 1972 of the Governor of Haryana, the following dispute between the management of M/s Escorts Ltd., Plant II, Mathura Road, Faridabad and its workman Shri Hari Chand was referred for adjudication to this Tribunal, in exercise of the powers conferred by clause (d) of sub section (1) of Section 10 of Industrial Disputes Act, 1947.

"Whether the termination of services of Shri Hari Chand was justified and in order? If not, to what relief is he entitled?"

The parties have arrived at a settlement. Shri Hari Chand, concerned workman has received payment of the amount found due as per mutual calculation, giving up his right of reinstatement or re-employment. The payment has been made to him in the Court against receipt. Statements of the parties have been recorded. A no dispute award is therefore made. No order as to costs.

Dated 9th Marh, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 216, dated 12th Marh, 1973.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 3027-4 Lab-73/9741. In pursuance of the provisions of section 17 of the Industrial Dispute Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Jain Plastic Industries, Faridabad :—

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 5 of 1973

between

SHRI DES RAJ WORKMAN AND THE MANAGEMENT OF M/S JAIN PLASTIC  
INDUSTRIES, FARIDABAD

Present. —

Nemo, for the workman.

Shri R. C. Sharma, for the managemnt.

## AWARD

By order No. ID/FD/72/3194, dated 19th January, 1973, of the Governor of Haryana the following dispute between the management of M/s Jain Plastic Industries, Faridabad and its workman Shri Des Raj was referred for adjudication to this Tribunal in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Des Raj was justified and in order? If not to what relief is he entitled?

Usul notices were given to the parties and they have arrived at an amicable settlement. The workman concerned has given up his right of reinstatement or re-employment on receipt of his dues as per the voucher Ex. M-1 signed by him. A no dispute award is, therefore, made. No order as to costs.

Dated the 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 213, dated 12th March, 1973

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 3030-4 Lab-73/9743.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Floyal India, 13/6, Mathura Road, Faridabad :—

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,

HARYANA, FARIDABAD

Reference No. 68 of 1972

between

SHRI SHIV NATH SINGH, WORKMAN AND THE MANAGEMENT OF M/s FLOYAL INDIA, 13/6, MATHURA ROAD, FARIDABAD

Present:—

Nemo for the workman.

Shri R. C. Sharma, for the management.

AWARD

By order No. JD/FD/72/40785, dated 23rd November, 1972 of the Governor of Haryana, the following dispute was referred for adjudication to this Tribunal in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Shiv Nath Singh was justified and in order ?  
If not, to what relief is he entitled ?

On receipt of the order of reference usual notices were given to the parties. The management has raised a preliminary objection that it has wrongly been described in the order of reference. The workman concerned has conceded this defect and expressed his desire to approach the State Government for issuing a fresh notification with correct description of the management. He has further chosen not to appear in the proceeding in person or through authorised representative. In the circumstances this reference can not proceed and shall stand rejected as the workman concerned has no dispute with the management as described in the order of reference. There shall be no order as to costs.

O. P. SHARMA,

Dated 14th March, 1973.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 226, dated 14th March, 1973

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

O. P. SHARMA,

Dated 14th March, 1973.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 3025-4 Lab-73/9747.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the

Following award of the Presiding Officer, Industrial Tribunal Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s. Jain Plastic Industries, Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 8 of 1973

*between*

SRI CHANDI RAM, WORKMAN AND THE MANAGEMENT OF M/S JAIN PLASTIC  
INDUSTRIES, FARIDABAD

*Present.—*

Nemo for the workman.

Shri R. C. Sharma, for the management.

**AWARD**

By order No. ID/FD/72/545, dated 5th January, 1973 of the Governor of Haryana, the following dispute between the management of M/s Jain Plastic Industries, Faridabad and its workman Shri Chandi Ram was referred for adjudication to this Tribunal, in exercise of the powers conferred by clause (d) of sub-section (1) of section 1) of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Chandi Ram was justified and in order ? If not, to what relief is he entitled ?

Usual notices were given to the parties and they have arrived at an amicable settlement, the workman concerned has given up his right of reinstatement or re-employment on receipt of his dues as per the vouchers Ex. M-1 and Ex. M-2 signed by him. A no dispute award is therefore made. No order as to costs.

The 9th March, 1973.

O. P. SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 211, dated the 12th Marh, 1973

Forwarded (four copies) to the Secretary to Government of Haryana, Labour & Employment Departments, Chandigarh as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 9th March, 1973

O. P. SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No 3)24-11-73/9752. —In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal Haryana Faridabad, in respect of the dispute between the workmen and the management of M/s Jain Plastic Industries, Sector—6, Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL  
HARYANA, FARIDABAD

Reference No. 7 of 1973.

*between*

SHRI KHICHU SINGH WORKMAN AND THE MANAGEMENT OF M/S JAIN PALASTIC  
INDUSTRIES SECTOR—6, FARIDABAD

*Present.—*

Nemo, for the workmen.

Shri R. C. Sharma, for the management.

## AWARD

By order No. ID/FD/72/500, dated 5th January, 1973 of the Governor of Haryana, the following dispute between the management of M/s Jain Plastic Industries, Sector -6, Faridabad and its workman Shri Khichu Singh was referred for adjudication to this Tribunal, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Khichu Singh was justified and in order? If not, to what relief is he entitled?

Usual notices were given to the parties and they have arrived at an amicable settlement. The workmen concerned has given up his right of reinstatement or re-employment on receipt of his dues as per the voucher Ex. M-1 signed by him. A no dispute award is therefore made. No order as to costs.

O. P. SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated: 9th March, 1973

No. 212, Dated 12th March, 1973

Forwarded (four copies) to the Secretary to Government Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

O. P. SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated: 9th March, 1973

No. 3020-4Lab-73/9761.—In pursuance of the provisions of section 17 of the Industrial Dispute Act 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Paul Rubber Works, Industrial Area, Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA,  
FARIDABAD

Reference No. 3 of 1973

between

THE WORKMEN AND THE MANAGEMENT OF M/S PAUL RUBBER WORKS, INDUSTRIAL  
AREA, FARIDABAD

Present :—

Shri Chaman Lal for the workmen.

Shri R. C. Sharma, for the managements.

## AWARD

By order No. ID/FD/72/531, dated 5th January, 1973 of the Governor of Haryana, the following disputes between the management of M/s Paul Rubber Works, Industrial Area, Faridabad and its workmen was referred for adjudication to this Tribunal in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :

(1) Whether the management should supply uniforms to their workmen? If so, with what details?

(2) Whether the management should fix the grades and scales of pay of their workmen? If so; with what details?

On receipt of the order of reference usual notices were given to the parties. The management has pleaded settlement of the disputes as per the terms and conditions given in the memorandum of settlement, dated 12th February, 1973 which has been admitted by Shri Chaman Lal Oberoi, General Secretary and Shri B. M. Gupta, Office Secretary, of the Faridabad Engineering Workers Union, Faridabad who had given the demand notice

leading to the present reference. One Shri Pasham Singh who is neither a worker in this establishment nor any office bearer of the said union had applied for being impleaded as a party to the present reference. His request had been opposed by the management. However, he has also admitted the aforesaid settlement between the parties.

In view of the above, no further proceedings are called for in the case and the award is made, as per the terms and conditions of the memorandum of settlement, dated 12th February, 1973, Ex. M-1, which shall form part of the award. There shall be no order as to costs.

Dated the 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 218, dated 12th March, 1973.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 9th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

#### FORM 'H'

(See Rule No. 58, of I.D. Rules)

#### MEMORANDUM OF SETTLEMENT UNDER SECTION 18(1) OF THE INDUSTRIAL DISPUTES ACT, 1947

Name of the Parties	.. (1) M/s Paul Rubber Works, 9, Industrial Area, Faridabad. (2) Workmen of Paul Rubber Works, 9, Industrial Area, Faridabad.
Representing Management	.. Shri Tej Paul (Partner)
Representing Workman	.. Signatory to the Settlement

#### Short Recite

A demand notice, dated 30th August, 1972 is said to have been served on behalf of the workmen by the General Secretary, Industrial Workers Union, N.I.T., Faridabad. The Government of Haryana referred to two issues,—vide notification No. ID/FD/72/530 of dated 5th January, 1973 to the Industrial Tribunal, Faridabad for adjudication. The workmen and the management mutually discussed the matter and have arrived at the following settlement.

#### Terms of the Settlement

(1) The management is enforcing and following the minimum wages fixed for Rubber Industries in Haryana and also undertakes to force the revised minimum rates of wages as and when declared by the Haryana Government.

(2) It is agreed that following annual increments will be given to the workers over and above. The minimum rates of wages of each category :—

(a) Skilled	A	Rs 6.00
Skilled	B	Rs 5.50
Semi-skilled	A	Rs 5.00
Semi-skilled	B	Rs 4.50
Un-skilled		Rs 4.00

(b) The above rates of increments will continue to be given in future. The increments will be given from 1st of January, 1973 to all the workmen who have completed one year of continuous service in the factory.

(c) The annual increments can be stopped by the management in case the performance is found unsatisfactory or as measure of punishment.

(3) The management is giving uniforms of Blue-Drill to the following categories of the workmen at the rate of one uniform in a year at the cost of the company.

- (a) Chowkidars.
- (b) Mixer-men.
- (c) Boiler Attendant.
- (d) Fire-men.
- (e) Driver.

The other workers of other categories such as bag builders are being provided.

(4) In view of the above, it is agreed between the parties that there remains no dispute between them and both parties are hereby agreed to make a joint request to the Industrial Tribunal to give his award in the terms of above settlement.

This settlement is signed on this 12th day of February, at Faridabad.

Paul Rubber Works.

Workmen of Paul Rubber Works.

Witnesses :

(1) \_\_\_\_\_

(2) \_\_\_\_\_

The 23rd March, 1973

No. 3018-4Lab-73/9745.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Haryana, Rohtak, in respect of the dispute between the workmen and the management of M/s. Vijay Shree Commercial (P) Ltd., Sector-6, Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, LABOUR COURT, HARYANA.

ROHTAK

Reference No. 20 of 1972

between

SHRI KARE SINGH AND THE MANAGEMENT OF M/S VIJAY SHREE COMMERCIAL (P) LTD., SECTOR-6, FARIDABAD

Present:—

Nemo for the workman.

Nemo for the management.

AWARD

The Governor of Haryana, in exercise of the powers conferred by clause (c) of sub-section (i) of section 10 of the Industrial Disputes Act, 1947 referred for adjudication to the Court, the following dispute between the management of M/s Vijay Shree Commercial (P) Ltd., Sector-6, Faridabad and its workman Shri Kare Singh,—vide order No. ID/FD/740-B-71/329, dated 5th January, 1972:—

“Whether the termination of services of Shri Kare Singh was justified and in order? If not, to what relief is he entitled?”

Usual notices were given to the parties and they were required to put in their respective written statements. The statement of claim on behalf of the workman was filed by one Shri B. M. Gupta, but without any letter of authority and the only averment made in the statement was to the effect that the services of the workman had been illegally terminated with effect from 28th September, 1971 without giving any other particulars of his service, date of appointment, emoluments etc. None appeared on behalf of the management in spite of service, the workman was, therefore, directed to produce evidence in support of his claim for reinstatement and back wages. He has not come forward to make even his own statement what to speak of leading any other evidence in spite of the fact that two suitable adjournments have been granted for the purpose. Even his representative Shri B. M. Gupta, has elected not to put in his appearance and pursue his claim.

In view of the facts stated above, the presumption is that the workman concerned is not interested in the present reference and he has no dispute with the management. A no dispute award is, therefore, given. No order as to costs.

Dated the 13th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. T/15, dated, 14th March, 1973

Forwarded (four copies) to the Secretary to the Government of Haryana, Labour and Employment Departments Chandigarh, as required under Section 15 of the Industrial Disputes Act, 1947.

O.P.SHARMA,  
Presiding Officer,  
Labour Court, Haryana,  
Rohtak.

No. 3022-4Lab-73/9749.—In pursuance of the provisions of section 17 of the Industrial Dispute Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad in respect of the dispute between the workmen and the management of M/s Motoren Industries, Industrial Area, Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 2 of 1973

*between*

SHRI BHAGWATI PRASAD WORKMAN AND THE MANAGEMENT OF M/S MOTOREN  
INDUSTRIES, INDUSTRIAL AREA, FARIDABAD

Present :— Nemo for workman.  
Shri R. C. Sharma for the management.

#### AWARD

By order No. ID/FD/72/524, dated 5th January, 1973 of the Governor of Haryana, the following dispute between the management of M/s Motoren Industries, Industrial Area, Faridabad and its workman Shri Bhagwati Prasad was referred for adjudication to this Tribunal in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Bhagwati Prasad was justified and in order? If not, to what relief is he entitled?

Usual notices were given to the parties. The workman concerned has not appeared in spite of service. The management has pleaded settlement of the dispute. Statement of Shri R. C. Sharma, authorised representative of the management has been recorded from which it is established that this workman had approached the management for the settlement of his dues,—vide his application dated 19th October, 1972. Exhibit M. 1 and he had agreed to abide by the decision of Shri G. S. Dugal one of the partners. Shri Dugal gave his decision on 28th November, 1972 Exhibit M. 2 whereby the workman was entitled to a sum of Rs. 800 in full and final settlement of his entire claim against the management. Intimation was given to him,—vide letter dated 29th November, 1972 Exhibit M. 3 and he accordingly made his application, dated 19th December, 1972 Exhibit M. 4 accepting the decision of Shri G. S. Dugal and he has received payment of Rs. 800 in full and final settlement of his entire claim against the management.

In view of the above, I am satisfied that there is now no dispute left between the parties and a no dispute award is therefore made. No order as to costs.

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated 9th March, 1973



No. 217 dated 12th March, 1973

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated 9th March, 1973

O. P. SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 3016-4Lab-73/9751.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Haryana Rohtak in respect of the dispute between the workman and the management of Messrs Faridabad Manufacturing (Engineering Products) Private Ltd., Faridabad.

BEFORE SHRI O. P. SHARMA, PRESIDING OFFICER, LABOUR COURT HARYANA  
ROHTAK

Reference No. 50 of 1972

between

SHRI MULAKH RAJ AND THE MANAGEMENT OF M/S FARIDBAD MANUFACTURING  
(ENGINEERING PRODUCTS PVT., LTD., FARIDABAD

Present.—

Shri Roshan Lal, for the workman.

Nemo for the management

#### AWARD

The following dispute between the management of M/s Faridabad Manufacturing (Engineering Products) Private Limited, Faridabad and its workman, Shri Mulakh Raj was referred for adjudication to this court by order No. ID/FD/772-B-71/4249 dated 7th February, 1972 of the Governor of Haryana in exercise of the powers conferred by clause (c) of sub-section (i) of Section 10 of the Industrial Disputes Act, 1947.

“Whether the termination of services of Shri Mulakh Raj was justified and in order ? If not, to what relief is he entitled ?”

The parties have arrived at an amicable settlement as stated by Shri Roshan Lal authorised representative of the workman who had given the demand notice leading to the present reference. The workman has received payment of his dues in full and final settlement of his entire claims against the management, giving up his right of reinstatement or re-employment and there is now no dispute left between the parties. A no dispute award is, therefore, made as requested by the workman. No order as to costs.

Dated the 15th March, 1973.

O. P. SHARMA,  
Presiding Officer,  
Labour Court, Haryana, Rohtak.

No. T/17, dated 15th March, 1973

Forwarded (four copies) to the Secretary to Government of Haryana, Labour and Employment Departments, Chandigarh, as required under Section 15 of the Industrial Disputes Act, 1947.

O. P. SHARMA,  
Presiding Officer,  
Labour Court, Haryana, Rohtak.